



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Sachi A. Hamai, Executive Officer-
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

At its meeting held February 6, 2008, the Board took the following action:

34

The following item was called up for consideration:

Approve master agreement for psychological services for a term of three years with two one-year renewal option periods, and thereafter, for another six months in any increment; award and authorize the Sheriff to execute agreements with various vendors to provide as-needed psychological interviews and evaluations of law enforcement applicants for the Department's positions of deputy sheriff trainee, reserve deputy sheriff, custody assistant and security officer, with contractor to be solely responsible for the psychological interview portion of the psychological evaluation of an applicant, at a total cost of \$250,000 for Fiscal Year 2007-08; also authorize the Sheriff to execute documents when the original contracting entity has merged, been purchased, or changed and to exercise the extension provision. **(Sheriff's Department)**

Supervisor Yaroslavsky made the following statement:

"Over the past few years, as a result of a dynamic outreach effort, and with the financial assistance of the Board, the Sheriff has hired more than 1000 deputies in a very short period of time.

"While this accelerated effort was essential for protecting the public safety, the Sheriff and the Board recognize the importance of hiring only those individuals who will responsibly and effectively serve as deputy sheriffs.

"The Sheriff employs a number of mechanisms to insure quality hires. One involves the use of Departmental employees and contract psychologists who investigate and interview all potential candidates. This process of background checking and psychological screening provides important filters that are used to insure that only those who possess certain requisite qualities are hired. These filters must be carefully calibrated so as not to unnecessarily deny qualified candidates while rejecting those who appear to be a hiring risk. In addition, it is essential that these mechanisms of screening and background checking have been and are maintained at a high standard.

(Continued on Page 2)

“I therefore recommend that the Office of Independent Review be directed to investigate the process of screening Deputy Sheriff candidates, specifically with respect to the nature, fairness, extent and consistency of background checking.

“I further recommend that the Office of Independent Review be directed to provide its report in writing, to the Board within 90 days.”

Larry L. Walde, Undersheriff and Victor Rampulla, Director of Administrative Services, Sheriff's Department and Raymond G. Fortner, Jr., County Counsel responded to questions posed by the Board.

After discussion, Supervisor Molina requested that Supervisor Yaroslavsky's aforementioned motion be discussed in Closed Session.

Arnold Sachs addressed the Board.

After further discussion, on motion of Supervisor Knabe, seconded by Supervisor Antonovich, unanimously carried, the Board took the following actions:

1. Approved the Sheriff's attached recommendation; and
2. Referred Supervisor Yaroslavsky's motion to Closed Session, pursuant to Government Code Section 54957, Public Employee Performance Evaluation, Title: Sheriff's Department preemployment psychologist.

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Each Supervisor
Sheriff
Chief Executive Officer
County Counsel